

Minutes Human Relations Commission May 9, 2006

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, May 9, 2006 6:00 P.M., at the Tempe City Hall, 31 E. 5th Street, 3rd Floor Conference Room, Tempe, Arizona.

(MEMBERS) Present:

Zach Berning
Colleen Byron
Arlene Chin
Edwin Gonzalez-Santin
Hasaan Elsaad
Joseph Mann
Joel Navarro
Linda Ritland
Janis Webb
Muhammed Zubair

(MEMBERS) Absent:

Michele Duval
Gail Paredes-Ewen
Safali Patel-Evans

City Staff Present:

Ginny Belousek
Andrea Groves

Guests Present:

Meeting convened at 6:12 P.M.

Chair Joel Navarro called the meeting to order and invited members of the public to address the Commission.

Agenda Item 1 – Public Appearances

None

Agenda Item 2- Consideration of Minutes

April 11 2006

MOTION: Commissioner Colleen Byron made a motion to accept minutes as amended.

SECOND: Commissioner Zach Berning.

DECISION: Motion passed unanimously.

Agenda Item 3 – Discuss Unity Grant Student Presentations

Chair Joel Navarro led discussion on Unity Grant Student Presentations:

- 1) The HRC had requested that the recipients of the 2006 Unity Grants make a presentation to the commission on their program.

- 2) The Tempe Community Council wanted to follow-up to determine if the commission would like to invite the students to the August meeting.
- 3) Many commissioners remembered the recommendation and thought it would be a great idea.
- 4) The students would be invited back in August for the presentations, since it was too late to plan the presentations for May, when school is still in session.
- 5) Staff Andrea Groves added that there would be four, 5-minute presentations given by a student representative and the Program Coordinator from each school.
- 6) The commission would like staff to pass the word on to the Tempe Community Council (TCC) for future reference that the TCC has the commission's permission to schedule student presentations for each Unity Grant recipient for either the April or May HRC meeting.

General Discussion of the Unity Grant Student Presentations included:

- One commissioner commented that Compadre never participated in the Unity Grant program because, according to a Board member, they did not know the program existed.
- The commission suggested that staff contact Compadre School and invite them to the August meeting to hear the student presentations.
- The commission also suggested that staff contact Compadre School to discuss the Unity Grant program.

Agenda Item 4 – HRC Strategic Plan Update

Chair Joel Navarro asked for an update on the following subcommittees:

A. Subcommittee for Development of Emerging Issues Report:

Chair Joel Navarro provided an update:

1. Regional HRC Subcommittee on Day Labor Issues Update

- 1) No report. The Day Labor Forum scheduled for May 10, 2006 has been cancelled. The subcommittee will solicit feedback from the Regional HRC at the May 22, 2006 meeting.

2. GLBT Issues Update

- 1) Commissioner Janis Webb met with the LGBT Diversity Steering Subcommittee May 2, 2006. This subcommittee was originally comprised of city employees. Later, Karen Dempsey from Corona del Sol High School and Janis Webb from the Tempe Human Relations Commission were invited to participate.
- 2) The subcommittee is planning to launch a city-wide networking group called the Gay/Straight Alliance. The subcommittee received many helpful tips from Karen Dempsey, who runs a successful gay/straight alliance program at Corona del Sol High School.
- 3) The goal of the Gay/Straight Alliance is to make Lesbian, Gay, Bisexual and Transgender (LGBT) employees and their allies more comfortable in the workplace.

B. Subcommittee on Strategic Oversight Update

Staff Ginny Belousek provided an update on the following topic:

1. Tempe Talks: A Diversity Dialogue Update

- 1) The Diversity Office is working with some participants of the last Diversity Dialogue program to create a subcommittee to expand the program's curriculum and to offer the program more than once a year.
- 2) The subcommittee is responsible for recruiting additional participants in the program. The subcommittee is very energetic and feels that they can increase participation through word of mouth.

- 3) The Diversity Office is working with the subcommittee to offer the 7-week program again in the Fall of 2006.

C. Subcommittee on Diversity Supplier Update

No report. Commissioner Zubair asked staff to bring a status report to the next HRC meeting in June.

Agenda Item 5–Revisit HRC Strategic Plan and Subcommittees

Chair Joel Navarro led discussion on updating the HRC Strategic Plan Subcommittees:

- 1) The HRC reviewed the strategic plan for 2004-2005 and decided to keep all original subcommittees. No new subcommittees were added.
- 2) Commissioners were given an opportunity to switch or remain on subcommittees and new commissioners were encouraged to choose a subcommittee. Staff will email commissioners the updated strategic plan with subcommittee assignments.

Agenda Item 6–Regional HRC Conversational Exchange (May 22, 2006)

Chair Joel Navarro led discussion on the Regional Conversational Exchange:

- 1) The next Regional Conversational Exchange meeting will be hosted by the City of Chandler, May 22, 2006.
- 2) The commission agreed that regional meetings should be more of an exchange of information verses an action body.
- 3) The commission is prepared to spearhead the upcoming meeting to implement the change of direction, if needed. In the meantime, Commissioner Arlene Chin volunteered to meet with Chair Joel Navarro to prepare highlights for the Regional meeting.

Agenda Item 7–Diversity Office Update

Staff Ginny Belousek provided on the activities of the Diversity Office:

1. Diversity Office Update

- 1) The Diversity Steering Committee has formed subcommittees to implement the new programs discussed in the City of Tempe 2006 Diversity Strategic Plan.
- 2) A subcommittee was established to review the recommendations from the Women's and Multicultural Task Force Reports. They are brainstorming the creation of an Employee Diversity Dialogue program, alternate work schedules, childcare and utilization of tuition reimbursement.
- 3) A subcommittee was also established to launch a Women's Networking Program. The subcommittee would like to create and host a panel discussion, featuring women in the organization who have been able to rise through the ranks. The panel discussion will transition to monthly coffee networking.
- 4) Another subcommittee was established to launch a City-Wide Recruitment Outreach Committee. The goal of the committee is to actively seek opportunities to market the City of Tempe to a highly-qualified and diverse pool of candidates.
- 5) The Diversity Office is working on developing a Leadership Development Program as a part of succession planning and to address the attrition rate that the city will face in the next few years.

General Discussion of the Diversity Steering Subcommittees included:

- One commissioner suggested that staff survey participants of Mandatory Skills Training 90 days after the workshop to evaluate the effectiveness of the training. That suggestion will be brought forward at the next Diversity Steering Committee meeting.
- Another commissioner requested staff to bring in a current EEOC report at the next HRC meeting.

2. MLK Planning Committee

- 1) The Diversity Office asked for volunteers to form the MLK Subcommittee to begin planning the 2007 HRC Diversity Awards Brunch. Volunteers were Chair Joel Navarro, Commissioners Linda Ritland, Safali Patel-Evans, Zach Berning, Colleen Byron, Joe Mann, Hassan Elsaad, and Edwin Gonzalez-Santin.

General Discussion of the Diversity Awards Brunch included:

- The last four years ASU Professors have been used for keynote speakers at the event. The commission agreed that using ASU speakers are less expensive, making the event very affordable.
- One commissioner suggested, if possible, to preview the speakers before asking them to give the keynote.
- Another commissioner felt that the keynote speaker should be a dynamic, energized speaker who can help the audience look to the future.
- Another commissioner suggested that staff secure sponsors in order to host a national speaker for 2009's MLK event. Some suggestions for sponsorship included SunCor, Insight, Medtronics, and Google. The year 2009 would mark the 10th year anniversary of the Diversity Awards Brunch and would be fitting to host a national speaker.

Agenda Item 8 –Current Events Announcements

- The Community Outreach & Advocacy for Refugees organization is hosting a Red Cross Program, Wednesday, May 24, 2006 from 5:30pm-6:30pm, at 917 E Sheridan St in Phoenix.

The commission's next meeting will be June 13, 2006 at Tempe City Hall.

Meeting adjourned at 7:05 P.M.

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager